DON CIO Information Technology/Information Management (IM/IT) Workforce

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Discussion Focus

- Background
- Strategic Perspective
- Federal and DoD initiatives
- DON IM/IT Workforce
- A Way Ahead

DON CIO IM/IT Workforce Efforts

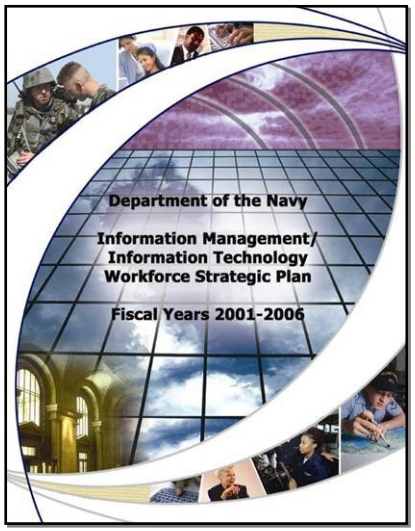
- Purpose: Workforce Initiative identifies & influences strategic actions necessary to shape DON IT workforce to successfully address future DON IM/IT challenges
- Drivers for DON CIO Workforce Planning efforts
  - Clinger Cohen Act
  - OMB Circular A130
  - Paperwork Reduction Act
  - DOD 8000.1 and DOD 8000.2
  - eGovernment Act / FISMA

  Other:
  - DON IM/IT Strategic Plan
  - OPM
  - RII, VCNO Task Force
  - Federal Workforce Issues
- Our approach
  - Established Workforce Competency Team 1999
    - Serves as catalyst for IM/IT workforce issues across the enterprise
    - Develop recommendations & tools to support IM/IT workforce
  - Focus on human capital development
    - Get the right person in the right job with the right skills at the right time
    - Draw on skills across the enterprise through an IPT & working groups
- Products to date
  - Workforce Strategic Plan
  - Civilian & Military Gap Analyses
  - Career Planning Tool
  - Continuous Learning Guidance
  - Systems Thinking
  - Guidance on Inherently Governmental Functions
  - Information Literacy Toolkit

Getting the right people with the right skills in the right jobs at the right tim

DON IM/IT Workforce Strategic Goals

- *Goal 1:* Restructure the processes used to identify and manage IM/IT workforce manpower *requirements*
- *Goal 2:* Optimize *recruiting* of the IM/IT workforce
- *Goal 3:* Modernize *training and education* and maximize IM/IT *learning* opportunities for the workforce
- *Goal 4: Employ* the right person in the right job at the right time
- *Goal 5: Sustain* the right capabilities in the IM/IT workforce
- *Goal 6:* Establish *best practices* within the IM/IT community



Getting the right people with the right skills in the right jobs at the right ti

DON Strategic Perspective for IM/IT

Vision

A joint net-centric environment that delivers knowledge dominance to the Naval warfighting team.

Mission

Transform Naval Information Management/Information Technology to provide affordable, next-generation capabilities to the warfighter.

Goals

- Develop and maintain a secure, seamless, interoperable Naval IM/IT infrastructure.
- Transform applications and data into web-centric Naval capabilities.
- Provide Full Dimensional Protection that ensures Naval warfighting effectiveness.
- Ensure Naval IM/IT investments are selected, resourced, and acquired to optimize Naval mission accomplishment.
- Create optimized processes and integrated systems that enable knowledge dominance and Naval transformation.
- Shape the IM/IT Workforce of the future.

Linking our products and plans to the DON Model for Building IM/IT Human Capital

Strategic Workforce Plan Goal #2
- ✓Intern Programs
- ✓Porous Boundaries
- ✓Transfer of Tacit Knowledge
- ✓IM/IT Manager's Guide

Strategic Workforce Plan Goal #1
- ✓Inherently Governmental Functions
- ✓Strategic Plan
- ✓Gap Analyses
- ✓Call to Action
- ✓Future Capabilities
- ✓DON IM/IT Workforce IPT

Strategic Workforce Plan Goal #3
- ✓Systems Thinking
- ✓Knowledge Management
- ✓Information Literacy
- ✓Scholarship Programs

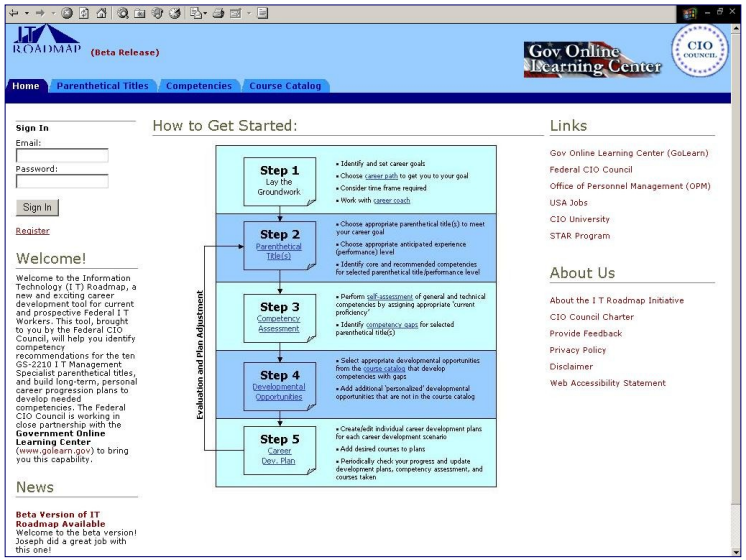
Strategic Workforce Plan Goal #6
- ✓Partnership with HR Community

Strategic Workforce Plan Goal #4
- ✓Career Path Guide
- ✓Career Path Tool
- ✓IP Career Tool

Strategic Workforce Plan Goal #5
- ✓Continuous Learning
- ✓Mentoring
- ✓IM/IT Workforce Virtual Workplace

Building IM/IT Workforce Competencies through Career Planning Tools

- DON automated Career Planning Tool (CPT) assists civilian members in determining competency proficiency gaps & developing a Career Progression Plan
- Federal Chief Information Officer sponsored web-enabled IT Roadmap CPT for over 66,000 IT Professionals based on DON CPT concept (includes 8,000 DON employees)
- Navy Information Professional (IP) Officer Community Manager is leveraging the CPT & IT Roadmap for identifying competencies


IT ROADMAP (Beta Release)
Gov Online Learning Center
CIO COUNCIL
Home
Parenthetical Titles
Competencies
Course Catalog
Sign In
Email:
Password:
Sign In
Register
Welcome!
Welcome to the Information Technology (I T) Roadmap, a new and exciting career development tool for current and prospective Federal I T Workers. This tool, brought to you by the Federal CIO Council, will help you identify competency recommendations for the ten GS-2210 I T Management Specialist parenthetical titles, and build long-term, personal career progression plans to develop needed competencies. The Federal CIO Council is working in close partnership with the Government Online Learning Center (www.golearn.gov) to bring you this capability.
News
Beta Version of IT Roadmap Available
Welcome to the beta version! Joseph did a great job with this one!
How to Get Started:
Step 1 Lay the Groundwork
Step 2 Parenthetical Title(s)
Step 3 Competency Assessment
Step 4 Developmental Opportunities
Step 5 Career Dev. Plan
Evaluation and Plan Adjustment
Links
Gov Online Learning Center (GoLearn)
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http://cio.gov

- DON CPT will leverage other efforts to provide web-enabled tool based on career areas & job roles

Federal Level Perspective

- First Federal-Wide Clinger-Cohen Act 2003 IT Workforce Skills Assessment Survey, Sep 03
  - DON CIO personally invited 11,040 civilians to participate through a single email with an embedded link to the web-based survey
  - Over 1,300 DON civilians completed the 20 min. survey
- Update of the Clinger-Cohen Competencies (linked to the Clinger-Cohen Act and GS-2210 series)
  - Emphasis on Enterprise Architecture and IT Project Management
  - Virtual CIO University http://www.ciouniversity.cio.gov
- Recent guidance from OPM for GS-2210 series
  - Information Technology Specialist with noted parenthetical title(s), OR
  - Information Technology Project Manager

DoD Focus on Information Assurance

- **In Review - Draft DoD Directive 8570 requires military components to establish, resource, and implement an IA workforce management, training, and certification program**
- **Under development - Draft DoD 8570.1-M includes key requirements that impact military, civilians, foreign nationals, and contractors**
  - Information Assurance (IA)/privileged user positions be identified and coded in DoD and Component personnel management databases
  - Privileged users (technical) obtain appropriate commercial IT security (IA) certification
  - Personnel performing IA Officer or IA Manager functions obtain appropriate commercial IT security (IA) certifications
  - Civilian personnel in the 2210 series have a primary sub-specialty identified and entered into the Defense Civilian Personnel Data System (DCPDS); secondary sub-specialty if applicable

Developmental Opportunities

- Information Assurance Scholarship Program (IASP)
  - Intern Program through partnering universities
  - Scholarships for current military and civilian personnel (graduate and doctorate programs)
- Information Resources Management College (IRMC)
  - CIO Certificate Program
  - Advanced Management Program
  - Information Assurance Certificate Program
  - eGovernment Certificate Program

- Information Assurance Support Environment – http://iase.disa.mil/eta/
- DoD components partnering to leverage developmental resources
  - Under consideration: DON Career Planning Tool adaptation for DoD
  - Total Workforce Assessment with focus on IA
- Focusing on nontraditional development (rotations, on-the-job training, coaching/mentoring, shadowing, special assignments)
  - Navy IP Community: reverse annual training, industry mentorship, industry partnership agreements

A Way Ahead

- Near term objectives
  - Refine the DON workforce governance approach to more effectively integrate and align requirements and initiatives
  - Partner with N11 and CCLD through hosting an IM/IT Community Workshop and demonstrating Community Management Leadership
  - Pilot and support nontraditional developmental opportunities
  - Build on current tools to improve workforce management
- Tools and Initiatives
  - Community of Practice/workforce virtual workplace for IM/IT personnel (beta version on-line) **https://donimitcommunity.spawar.navy.mil**
  - Web-enabled DON Civilian Career Planning Tool from current data base tool (alpha version on-line) **http://cpt.demo.ebasolutions.com**
  - DON-wide IM/IT Workforce Summit (Winter 2004)
  - DON IM/IT Workforce Human Capital Scorecard (Spring 2004)

Closing Thoughts

The increasing pace of emerging technologies

- Smart Dust
- 4th Generation Wireless Technology
- Mesh Networks
- Digital Paper
- Light-Emitting Polymers
- Organic Light-Emitting Diodes
- RFID
- Smartphones
- Microelectromechanical Systems
- Holographic Storage
- Location-Aware Services
- Voice Over IP Services
- …

The Workforce Challenge

Ensuring a current and relevant workforce **requires** individua career planning aligned to mission